

5/29/19 Deferred Comp Committee meeting

Pier 69 3CC03 – 9:30 to 12:00

Committee members in attendance:

Chris Nuttal – Fire Dept. Committee member
Milton Ellis – Labor Relations, Committee member
Tammy Woodard – Human Resources, Committee member
Elizabeth Morrison – Finance & Budget, Committee member
Eric Baird – ICT, Committee Co-chair
Duane Hill – AFR, Committee member
Taesan Hose – Engineering, Committee member

Staff members in attendance:

Anika Klix, Human Resources, Staff support

Guests in attendance:

Greg Settle – Hyas Group
Sonia Rogers – ICMA-RC
Corey Wiggins– ICMA-RC

Approval of Minutes from 3/6/19 meeting:

Duane Hill moved to approve the minutes from the 3/6/19 meeting. Milton Ellis seconded. All approved. Minutes approved.

ICMA-RC:

Participant service report:

Corey gave the participant services report summarizing the on-site meetings, webinars, and seminar attendance.

On site activity:

Sonia is doing a pop-up event to promote the realize retirement tour. She has added STOC to her visit locations and has been very well attended. They would like her to continue to visit that site. A few off-site visits for retirees have been helpful in places near their home. Phone and email appointments went up during the snow event. Questions received consisted of how to setup accounts and about brokerage accounts. A separation of service letter gets sent out to let folks know that they still have access to their accounts. Sonia will send Anika a copy of the letter for coordination with Sandra Spellmeyer when consulting with separating employees.

ICMA-RC Am I on Track calculator for trade unions. Details aren't usually public, and it would be a challenge to obtain their pension information to put into the tool.

457/Roth utilization update:

Employees have been excited for the Roth option for those with dual incomes. Sonia had some seminars and conversations with folks about the Roth. Some people are splitting their contributions between pre-tax vs. Roth. In the 2nd quarter participant statement there will be an announcement about the Roth on the statement as well as an insert explaining the fee reduction as of 4/1/19.

457 Loans update:

In the March 2019 Committee meeting, it was decided to limit loan refinances to only 1 per calendar year. Notice needs to be given to participants before the change is implemented. The Committee discussed when would be the best time to implement and decided on October 2, 2019. Anyone who had already refinanced their loan in 2019 would not be allowed to do so again until the 2020 calendar year. Loans for retirees, or anyone who has separated from service were also approved by the committee last meeting with the same loan provisions as above.

Vote: Milton Ellis moved to limit the refinance of loans to one per calendar year and loans for retirees as of Oct. 1. All in favor. None opposed. Motion carried.

Corey will send the paperwork and communications to Anika.

Realize Retirement Tour:

Event is June 4th and will take place at Pier 69 in the morning and at the airport SE GT Lot in the afternoon.

Hyas Group – Greg Settle

Greg Settle presented the Plan and Investment Performance Report for the quarter ending March 31, 2019. Two funds were found to be in violation of the Plans' Investment Policy Statement performance guidelines: The Artisan Mid-Cap Fund and the Carillon Reams Core Plus Bond Fund.

The Artisan Mid Cap Fund has continued to underperform the standards of the IPS, though it finished with a strong performance in the first quarter and has continued to do well through May of 2019. The Committee took no action. The Hyas Group will continue to monitor the fund and report back to the Committee at the next meeting.

Greg updated the Committee on the Carillon Reams Core Plus Bond Fund. The fund performed above benchmark in the first quarter, following a top-decile 2018. It is likely that as the poor 2014 performance year drops off the five-year metric that the fund will be returning to compliance with the standards of the IPS. The Committee took no action.

Greg also provided an update on the new Fidelity index fund suite. Hvas Group recommends moving to the Fidelity index funds, due to the lower fees and preferred benchmarks of the Fidelity funds over the current Vanguard index funds. The Committee asked to see sample participant communications for such a change and for Hvas Group to provide any insights on participant reactions to similar changes where they have been implemented. Hvas Group will prepare this information for the next Committee meeting.

Retiree dinner event planning:

Corey presented metrics regarding roll-outs from the plans. A concern is that not everyone has an email contact in the system and may be missing important messaging. Ideas were generated about how to communicate the importance of updating contact information.

There was some discussion about when and how to put on a dinner event. A sub-committee was formed to meet separately to plan the event. Duane Hill and Chris Nuttal volunteered. Anika will schedule a meeting with them.

Participant survey:

Committee members reviewed the proposed questions. Survey is planned for September. It will help with the target date review. Some questions are 2-pronged to educate and also inform. ICMA-RC can add the survey to their Qualtrix system if we'd like and can provide reports.

NAGDCA Conference attendance:

Taesun Hose will attend this year's conference in New Orleans, LA September 8 – 11, 2019.

Meeting adjourned at 12:00.